



BPS Test user Personality

Occupational Personality Questionnaire*

The fundamentals of personality assessment and their practical application

This course is ideal for HR professionals, recruiters, training and management development specialists who want to maximise business advantage by using personality assessment to recruit and develop the right people for the right roles.

Why should I attend?

- Improve performance and reduce staff turnover by making better hiring and development decisions
- Ensure an objective and legally defensible selection process
- Register as a user of the Occupational Personality Questionnaire (OPQ), one of the world's most widely used personality questionnaires
- Become eligible to register with the British Psychological Society (BPS) as an OPQ Test User

Overview

In this course you will be taught the fundamentals of personality assessment as well as the practical application of those principals in a business setting. The programme covers the entire process, from administering and managing the assessments to providing feedback to candidates. This training leads to the BPS level B certified test certificate, and qualifies you to use both the OPQ and Motivational Questionnaire (MQ) instruments.

At the end of the course, delegates will be able to:

- Understand how to apply the OPQ in selection, development, choosing leaders and team building
- Be able to administer, interpret and feedback OPQ32 and MQ proficiently
- Be able to link the OPQ to competencies key to business success
- Be able to integrate results from a variety of assessment methods to support decision-making.
- Be able to create written reports for selection or development applications
- Be able to Use the wide range of OPQ32 /MQ reports that are available
- Be BPS Test User - Personality certified

Benefits

No one knows more about helping organisations find and develop the right talent. Our training

- focusses on business results
- helps you embed objective assessment in your organisation
- equips you to measure individual potential fairly and accurately

For the latest dates please speak with your account manager or check our training calendar at www.shl.com/training

Course Content

Combining the best elements of traditional classroom training and e-learning, delegates are given a strong theoretical grounding in psychometric assessment as well as the practical application of the OPQ and MQ in the workplace. Using individual and group practical exercises, delegates are taught how to map the OPQ to competencies as well as to select, interpret and feedback OPQ and MQ assessments. The additional 1 day follow-up workshop is required to gain BPS certification.

Course Programme

e-Learning (4 HOURS)

- Introduction to personality
- Personality theory
- Identifying job requirements
- OPQ choice
- Reliability and validity
- Administration

Day one

- Review of e-learning and pre-course work
- Interpreting the OPQ
- Practical exercise – Feeding back the profile
- Practical exercise – Linking of OPQ dimensions
- Practical exercise – Mapping to competencies
- Practical exercise – Using OPQ to support team building

Day two

- Assessed practical – OPQ feedback
- Validity measures of personality instruments
- Response distortion
- Group differences – and the legal implications
- Ethics of tests use
- Calculating the return on investment

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